

## Message Text

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ACTION IO-13

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TO SECSTATE WASHDC PRIORITY 1810  
INFO USMISSION GENEVA

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E.O. 11652: N/A  
TAGS: AORG, UN  
SUBJECT: UN ADMINISTRATION - G-LEVEL PROBLEM IN GENEVA

REF: A. USUN 5870; B. USUN 5872; C. USUN 6242

1. SUMMARY: GENEVA G-LEVEL MANAGEMENT PROBLEMS, STILL BEING CONSIDERED ONLY IN THE CONTEXT OF THE JIU REPORT ON THE SPRING STRIKE, FINALLY CAME BEFORE THE FIFTH COMMITTEE SUNDAY MORNING, DECEMBER 19, AFTER ACCOMMODATION WAS FOUND WITH THE SECRETARIAT ON RESOLUTION LANGUAGE CONCERNING DELEGATION OF AUTHORITY AND THE ACABQ HAD REPORTED OUT ON THE ITEM. AMENDMENTS WERE OFFERED IN THE FIFTH COMMITTEE BY JAPAN, BELGIUM, AND USSR TO STIFFEN THE DECISIONS ENVISAGED IN THE CANADIAN RESOLUTION. CONSIDERATION OF THE ITEM HAS BEEN CARRIED OVER TO MONDAY, DECEMBER 20. END SUMMARY

2. COMPROMISE REFORMULATION OF OPERATIVE PARAGRAPH 7 (REFTEL C PARA B) IN THE DRAFT RESOLUTION ON THE G-LEVEL PROBLEM IN GENEVA (ON WHICH CANADA NOW HAS LINED UP ALGERIA, COSTA RICA, NIGERIA AND PAKISTAN AS CO-SPONSORS) ENCOUNTERED RESISTANCE AMONG SOME SENIOR SECRETARIAT OFFICIALS, WHO THEREUPON WORKED OUT THE FOLLOWING ALTERNATIVE LANGUAGE WHICH WAS ACCEPTED BY THE LIMITED OFFICIAL USE

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CO-SPONSORS (AND IN WHICH WE INFORMALLY CONCURRED): QTE REAFFIRMS ITS EXPECTATION THAT THE SECRETARY GENERAL WILL FULLY EXERCISE HIS AUTHORITY TO ENSURE THE EFFECTIVE AND EFFICIENT IMPLEMENTATION OF ADMINISTRATIVE INSTRUCTIONS CONCERNING THE DELEGATION OF RESPONSIBILITY AND COMMENSURATE AUTHORITY TO THE OFFICE OF THE UNITED NATIONS AT GENEVA. UNQTE

3. MEANWHILE, ON DECEMBER 17 ACABQ TOOK UP THE DOCUMENTATION ON THIS ITEM (THE JIU REPORT, THE COMMENTS ON IT BY ACC AND BY THE SECRETARY GENERAL, AND THE PLAN FOR FURTHER WORK ON CLASSIFICATION.) THE ACABQ REPORT (A/31/8/ADD 20) QTE TAKES NOTE OF THE OBJECTIVES FOR IMPROVEMENT UNQTE DESCRIBED BY THE SECRETARY GENERAL IN HIS COMMENTS ON THE JIU REPORT, AND OF THE QTE ACTIONS UNQTE NOW BEING TAKEN TO ACHIEVE THESE OBJECTIVES. THIS, SAYS THE ACABQ REPORT, WILL QTE GIVE MEMBER STATES AN INDICATION OF HOW THE SECRETARY GENERAL HAS RESPONDED TO THE SITUATION IN GENEVA. UNQTE

4. WITH THESE STEPS OUT OF THE WAY, THE GENEVA G-LEVEL PROBLEM FINALLY FOUND ITS WAY ONTO THE FIFTH COMMITTEE AGENDA SUNDAY MORNING, DECEMBER 19. CANADA PRESENTED THE RESOLUTION ON BEHALF OF ITSELF AND ITS CO-SPONSORS, AND JAPAN, BELGIUM AND THE USSR OFFERED STIFFERING AMENDMENTS TO IT. THE DISCUSSION WHICH FOLLOWED DID NOT TAKE THE SAME SANGUINE VIEW OF THE ISSUES INVOLVED AS HAD THE ACABQ.

5. JAPAN PROPOSED THAT THE FOLLOWING NEW OPERATIVE PARAGRAPH BE INCLUDED IN THE RESOLUTION: QTE DECIDES THAT NO SALARY SHALL BE PAID TO STAFF MEMBERS IN RESPECT OF PERIODS OF UNAUTHORIZED ABSENCE FROM WORK UNLESS SUCH ABSENCE WAS CAUSED BY REASONS BEYOND THEIR CONTROL OR WAS DUE TO DULY CERTIFIED MEDICAL REASONS. UNQTE

6. BELGIUM PROPOSED DELETION OF THE PROVISION IN OPERATIVE PARAGRAPH 6 ALLOWING FOR UPWARD SALARY ADJUSTMENTS FOR GENEVA G-LEVEL EMPLOYEES AS OF JANUARY 1, 1977.  
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7. USSR PROPOSED THAT IN REFERRING TO THE JIU REPORT IN OPERATIVE PARAGRAPH 3 THE PHRASE QTE AND ESPECIALLY PARAGRAPH 29 UNQTE BE INSERTED.

8. USSR FURTHER PROPOSED THE INSERTION OF THE FOLLOWING ADDITIONAL OPERATIVE PARAGRAPH: QTE DECIDES THAT ALL FINANCIAL IMPLICATIONS OF A DECISION TO RAISE SALARIES IN GENEVA SHOULD BE COVERED BY SAVINGS IN THE IMPLEMENTATION OF THE UNITED NATIONS BUDGET FOR 1976-1977, INCLUDING A POSSIBLE REDUCTION IN GENERAL SERVICE POSTS IN GENEVA UNQTE

9. ASYG DEBATIN SPOKE ON THE SPRING SETTLEMENT OF THE G-LEVEL SALARY ISSUE. DEBATIN REASONED (A) THAT THE SETTLEMENT REPRESENTED A FAIR ADJUSTMENT FOR THE QTE BACKLOG UNQTE BUILT UP BETWEEN 1969-75, (B) THAT, AS REFLECTED IN PARAGRAPH 12 OF THE SECRETARY GENERAL'S PERFORMANCE REPORT, THE COSTS OF THE SETTLEMENT HAD BEEN ABSORBED, AND (C) THAT THE SETTLEMENT HAD

MET THE REQUIREMENT TO PARALLEL LOCAL CONDITIONS OF SERVICE. WHATEVER THE REASONING, THERE WAS NO SYMPATHY EXPRESSED FOR THE OUTCOME WHICH IT HAD PRODUCED. THE BELGIAN REPRESENTATIVE CHARACTERIZED DEBATIN AS A MAN WHO HAD QUICKLY BECOME CAUGHT UP IN EVENTS UNQUOTE, AND POINTED OUT THAT NO BASIS EXISTED IN A CLASSIFICATION SYSTEM AT GENEVA FOR DRAWING FAIR COMPARISONS WITH LOCAL CONDITIONS. THE BELGIAN REPRESENTATIVE SAID THAT AS A EUROPEAN IT WAS TEMPTING TO SIT BACK ON A SETTLEMENT FAVORING EUROPEAN EMPLOYEES, BUT IT WAS UNCONSCIONABLE TO DO SO WHEN 11-15 PERCENT SALARY INCREASES WERE BEING GRANTED IN A COUNTRY EXPERIENCING LESS THAN ONE PERCENT INFLATION. GHANA WAS EQUALLY STRONG IN ARGUING FOR SUSPENSION OF THE SALARY INCREASES.

10. WHILE IT WAS CLEAR IN THE STATEMENTS OF OTHER WHO SPOKE THAT THERE WAS LITTLE HAPPINESS FELT IN THE SETTLEMENT WHICH HAD BEEN REACHED, THE FOCUS WAS ON NEXT STEPS, AND THERE APPEARED TO BE ACCORD FOR THE STEPS LAID OUT IN THE DRAFT LIMITED OFFICIAL USE

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RESOLUTION. THE BELGIAN PROPOSED AMENDMENT WENT TOO FAR FOR AUSTRALIA AND THE UK. ON THE OTHER HAND, THE TRINIDAD/TOBAGO REPRESENTATIVE (AN INFLUENCE IN THE FIFTH COMMITTEE) AGREED ONLY RELUCTANTLY TO BACK AWAY FROM SUSPENSION OF THE JANUARY 1 UPWARD ADJUSTMENTS.

11. AS FOR THE JAPANESE AMENDMENT, UPPER VOLTA ARGUED THAT (A) IT RECOGNIZED IMPLICITLY THE RIGHT OF INTERNATIONAL CIVIL SERVANTS TO STRIKE AND (B) WOULD BE UNWORKABLE TO ENFORCE. JAPAN'S ATTEMPT TO PROVE THE CONTRARY MAY OR MAY NOT HAVE BEEN CONVINCING FOR OTHERS.

12. THERE WAS SUPPORT FOR THE FIRST SOVIET PROPOSED AMENDMENT AND INTEREST IN THE SECOND.

13. DEBATE WAS TERMINATED INCONCLUSIVELY DECEMBER 19 AND WILL RESUME IN AFTERNOON OR EVENING SESSION MONDAY, DECEMBER 20. DELEGATION WILL SUPPORT THE JAPANESE AND SOVIET AMENDMENTS, BUT OPPOSE THE BELGIAN AMENDMENT. SCRANTON

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